

Mark W. Neff

Job Title: Executive Staff Advisor

Agency (Cabinet/Department): Cabinet for Health and Family Services/Office of Communications and Administrative Review

Education: B.A. University of Louisville; M.A. Louisville Presbyterian Theological Seminary

Work Experience: Office of the Governor, Administrative Assistant; Commerce Cabinet, Director of Communications; Jefferson County Fiscal Court, Neighborhoods Response Office, Director; Toyota Motor Manufacturing, Public Affairs Specialist; Jefferson County 'A' District Commissioner, Chief of Staff; Cabinet for Families and Children Division of Quality Development, Director; Cabinet for Health and Family Services Families and Children Administrative Hearings Branch, Manager; and Office of Communications and Administrative Review Division of Administrative Hearings, Executive Staff Advisor

Why I am a candidate for the Personnel Board: I'm a candidate for the Personnel Board because I believe strongly in public service, and I would be privileged and honored to accept responsibility as an employee representative to the Board. I believe my twenty years of government service, mostly in positions of supervision, have provided me understanding to appreciate how ever-changing work environments influence employees' attitudes and performances. I've been inspired to observe the best of career employees committed to excellence in public service, and I've witnessed the poorest in performance that required disciplinary action leading to a Personnel Board hearing. I believe my varied experiences in government service, my training as an administrative hearing officer and commitment to public service qualify me to advocate effectively for fairness and justice regarding the employment and careers of employees serving honorably our Commonwealth and its citizens.

Additional Comments:

I want to advocate for a well publicized process to allow employees to report, free from fear of retaliation, concerns regarding questionable personnel actions, activities or violations and intimidating or threatening working conditions. We invest too much of our lives in public service not to derive gratification from our work. Like others, public employees endure constant change in our work environments. For examples, during the past decade, we've worked through the brain and talent drain from early retirement incentives, a continuing economic recession of revenue shortfalls to state government, reduced services and programs, no regular salary increases, vacant positions left unfilled and, consequently, increased workloads. And, unfortunately, a few gross retirements of public officials in other states generated unfair public outcry against government employees. Fortunately, to provide some assurance of stability through change, we have a Personnel Board, with two of seven members being employee representatives, all dedicated by purpose and statute to ensure employment laws are observed in the public interest in the improvement of personnel administration in our Commonwealth's system of state government.